



EMPLOYMENT COMMITTEE: 4 DECEMBER 2025

PAY POLICY STATEMENT 2026/27

REPORT OF THE DIRECTOR OF CORPORATE RESOURCES

Purpose

1. The purpose of this report is to seek the approval of the Employment Committee for the Council's Pay Policy Statement for 2026/27, for submission to the full County Council at its meeting on 18 February 2026. The Pay Policy Statement is appended to this report.

Background

2. On 15th November 2011 the Localism Act received Royal Assent. Under Section 38 of the Act, local authorities in England and Wales are required to produce a Pay Policy Statement for each financial year which must be approved by the full County Council.
3. This statement must set out the Council's policies in relation to:
 - (a) The remuneration of its chief officers;
 - (b) The remuneration of its lowest-paid employees; and
 - (c) The relationship between the remuneration of its chief officers and the remuneration of its employees who are not chief officers.
4. For the purposes of this statement, remuneration includes basic salary, bonuses and other allowances or entitlements related to employment.
5. The Council is required to publish the Pay Policy Statement for 2026/27 on or before 1st April 2026.

Key Points

6. The proposed Pay Policy Statement attached sets out:
 - The Council's approach to job evaluation and grading of posts;
 - Additional payments that employees are eligible to receive, such as night enhancement, overtime;
 - The Council's pay multiple (the ratio between the highest paid employee and the median average salary of the Council's workforce, excluding schools but including ESPO) which is 1:6.82.
 - That there is no distinction between chief officers and other employees in relation to pension entitlements and severance payments;

- The Council's approach to the re-engagement of former employees.
7. The most recently revised pay structure took effect from 1 April 2019, which ensured that the provisions set out by the National Joint Council (NJC) pay award for 2019/20 were met.
 8. At the time of writing, the 2025/26 pay structure is in place for employees on National Joint Council (NJC) terms and conditions, Chief Executive's terms and conditions and Joint Negotiating Committee for Chief Officer (JNC) terms and conditions. This pay structure incorporates the respective, nationally agreed pay awards of 3.2% which were applied to grades 2 to 22 inclusive in August 2025, following consultation with the Chairman and Spokesmen of the Employment Committee.
 9. The Employment Committee will be advised of the 2026/27 pay structure, incorporating the NJC and JNC pay awards for 2026/27 once agreement between the national employers and trade unions has been reached.

Recommendations

10. The Committee is asked to approve the Pay Policy Statement for 2026/27 for submission to Full County Council.

Background Papers

11. None.

Circulation under the Local Issues Alert Procedure

12. None

Equalities implications

13. An Equal Pay Audit was presented to the Employment Committee in May 2024.

Human Rights Implications

14. There are no human rights implications arising from the recommendation in this report.

Officer to Contact:

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